



Apprenticeship
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Expanding Registered Apprenticeship

Town Hall

Thursday, September 17, 2020



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Moderator

Ann Pham

Apprenticeship Specialist

Texas Workforce Commission

Office of Apprenticeship

Event Overview

Updates on Apprenticeship in Texas



Julian Alvarez III

Commissioner
Representing Labor
Texas Workforce
Commission



Dudley Light

Region IV Director
USDOL Office of
Apprenticeship



Lee Price

Texas State
Director
USDOL Office of
Apprenticeship



Desi Holmes

Director of
Apprenticeship
Texas Workforce
Commission

Best Practices from Texas Employers



Moderator: Crosby Brito

Employer Service Project Manager
Gulf Coast Workforce Board

San Jacinto College Update



Sallie Kay

Sarah Percy Janes, PhD
Associate Vice Chancellor
Continuing & Professional Development
San Jacinto College District



Before We Get Started

- Introduce yourself in the chat
- Feel free to use the Q&A box to ask us questions throughout the webinar
- After the webinar, send questions and comments to:
ApprenticeshipTexas@twc.state.tx.us
- We will post the webinar recording and Q&A document to apprenticeshiptexas.com



Meet the A-Team



Desi Holmes
Apprenticeship Director



George McEntyre
Apprenticeship Specialist



Tara Cole
Grant Manager



Ann Pham
Apprenticeship Specialist



Kimberly Patterson
Apprenticeship Specialist



Alicia Boyd
Apprenticeship Specialist

Contact us: apprenticeshiptexas@twc.state.tx.us



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Commissioner Julian Alvarez III

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Registered Apprenticeship Information and Opportunities

U.S. Department of Labor/Office of Apprenticeship/Region 4

www.apprenticeship.gov

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Texas is on the Move

- Grown by 48% over the last 4 years
- 100 new programs this fiscal year
- Grown from 12,000 apprentices to over 20,000 in 5 years
- Added new sectors in Healthcare, Aerospace, and IT
- Significant growth in Pre-apprenticeship and Apprenticeship programs starting at the High School level



What is Registered Apprenticeship?



Definition

A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft, or trade.



Many Myths Surround RA: *Focus on the Facts*

- Registered Apprenticeship is more than the construction trades
- It is *not* inconsistent with a college degree
- There *is* a future and pathway to the middle class
- It is *not* all union programs
- It is *not* outdated and has *not* outlasted its usefulness—it works

5 Components of Every Registered Apprenticeship Program (RAP)



Employers are the foundation of the program; they provide the job



Structured, supervised on-the-job learning in a work setting (≥ 2000 hrs.)



Job-related classroom or academic training/instruction (144 hrs. per year)



Rewards for skill gains



Industry-recognized credential



What are the benefits of Registered Apprenticeship?



Benefits for Employers

- Lower the cost of recruitment
- Create a diverse and highly skilled workforce
- Create career pathways
- Improve productivity and profitability
- Increase staff loyalty and worker retention
- Flexible training options
- Minimize liability costs; maximize safety
- Possible access to federal and state resources

Want more info? Visit the Employer page on [Apprenticeship.gov](https://www.apprenticeship.gov)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective.* <https://files.eric.ed.gov/fulltext/ED572260.pdf>





Benefits for Career Seekers

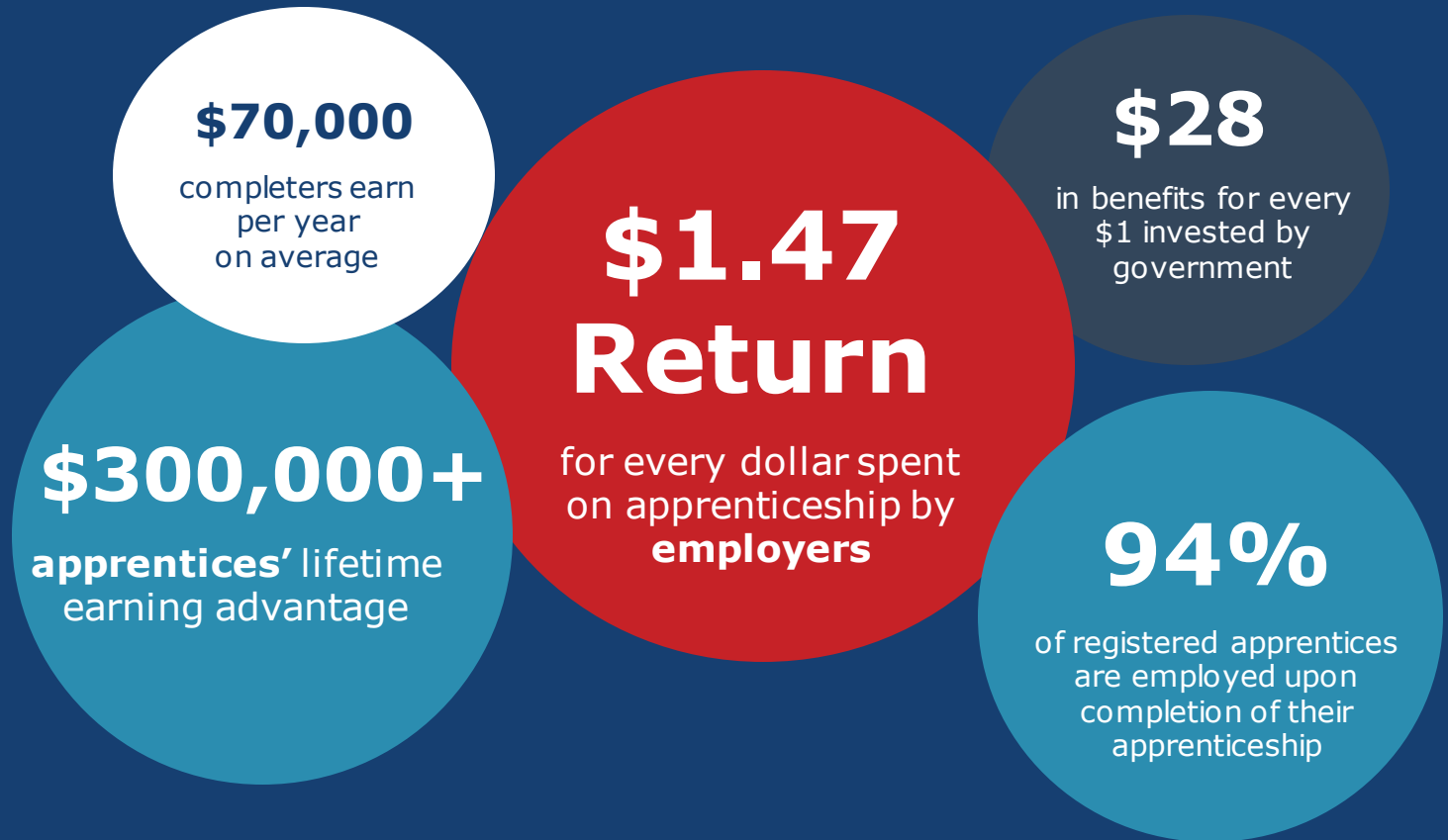
- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- For youth, ease the transition from school to career
- Receive an industry-recognized and nationally-portable credential and possibly college credits
- Long-term career and great earnings potential





Registered Apprenticeship has a proven track record of producing strong results for both employers and workers

Impressive Individual, Employer & Public Benefits





***Flexibility* is
a hallmark
of Registered
Apprenticeship**



There are over 1,500 Apprenticeable Occupations in the US Today

**More than *only*
construction
Non-Traditional
Apprenticeship Industries**

<https://www.doleta.gov/OA/occupations.cfm>

- Health Care
- Energy
- Advanced Manufacturing
- Information Technology
- Hospitality
- Geospatial
- Biotechnology
- Aerospace
- Transportation
- Finance
- Agriculture





Routine Questions We Get

Flexibility is Crucial to Meet Employer Needs

**What does
the OJT
look like?**

- Time-Based
- Competency-Based
- Hybrid

**What does
the RTI
look like?**

- Front Loaded
- Parallel
- Segmented

**How long
is the
program?**



**It all
depends
on the
occupation**



The Players in Every RAP

Flexibility Here as Well

1	2	3
Program Sponsor	Employer(s)	Provider of RTI
<ul style="list-style-type: none">• Responsible for administering the program (they do the paperwork and data entry)• Can be the employer or another entity such as a community college	<ul style="list-style-type: none">• Provider of OJT• Often the program sponsor• Can be group of employers• Foundation and driver of the program• [For veterans, Ideally the employer is GI Bill certified]	<ul style="list-style-type: none">• Can be employer, community college, joint apprenticeship training committee, or other entity



**Every RAP has
"*Standards of
Apprenticeship*"**

Standards of Apprenticeship

The components of the RAP are embodied in **Standards of Apprenticeship**, a document required for every program based on federal regulations (29 CFR Part 29, Subpart A)

- Work Process Schedule that outlines the on-the-job learning/OJL
- Related Instruction outline that conveys academic requirements
- Wage schedule





Requirements for Industry-Recognized Apprenticeship Programs

- This year the Office of Apprenticeship is launching “IRAPS”
- IRAPs comply with Title 29 CFR 29 part B
- Programs will be registered via Standards Recognition Entity (SRE)
- IRAPS will have standards based on SRE guidelines
- Final rule on IRAPS issued March 11, 2020



Resources



Registered Apprenticeship Programs

Learn how to get started with a Registered Apprenticeship Program.

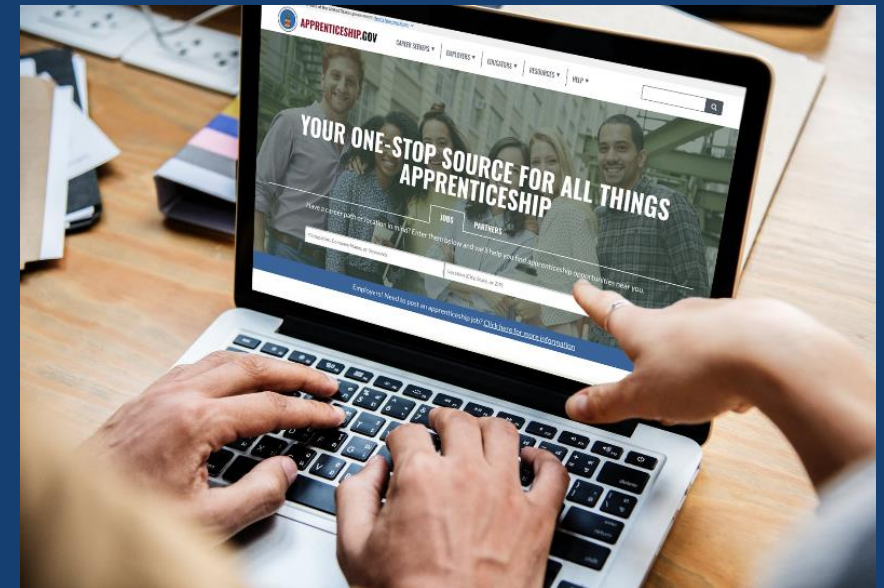
EXPLORE NOW





Apprenticeship.gov Overview

The U.S. Department of Labor launched Apprenticeship.gov in 2018 as the one-stop source for all things apprenticeship. The site is designed to connect career seekers, employers, sponsors, educators, and training providers to the resources and tools they need to learn about apprenticeship and take-action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.





**USDOL Office of
Apprenticeship**



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Best Practices from Texas Employers



Moderator

Crosby Brito

Employer Service Project Manager
Workforce Solutions Gulf Coast

Employers



MODERNO
PORCELAIN WORKS





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 **SAN JACINTOSM
COLLEGE**

Sallie Kay

Sarah Percy Janes, PhD

Associate Vice Chancellor

Continuing & Professional
Development

San Jacinto College District

College Connection to Apprenticeships

TWC Apprenticeship Town Hall

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Dr. Sarah (Sallie Kay) Janes





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State-Wide Effort

- Crosswalks for 18 Registered Apprenticeships
- <https://www.twc.texas.gov/files/students/apprenticeship-crosswalk-matrix-twc.pdf>
- Baseline for collaboration between RA and community college
- Provides pathway from apprenticeship to community college
- Opportunity for partnership



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Regional Effort

Houston Area Apprenticeship Advisory Committee

- ISDs, Community Colleges, Industry
- Promote Apprenticeships
- National Apprenticeship Week
- Spring Seminar
- Continue to look for ways to collaborate



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College

- Listen and be partners with industry
- Include ISDs for pre-apprenticeships, youth apprenticeships, or work-based training
- Use SDF and WIOA as leverage
- Look at the Crosswalks

Thank you for attending



Click the link in the chat to **take our survey** and let us know what you thought.



Thank you for submitting questions during today's webinar. Check out **apprenticeshiptexas.com** for a Q&A document in 5-10 business days.



Reach out to us with any additional questions or comments **at apprenticeshiptexas@twc.state.tx.us**

